



California Postsecondary Education Commission



The Nexus Between Postsecondary Education and Workforce Development:

A Workforce and Employer Perspective

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The Issue: Change is Happening—and FAST

What is the ability of California postsecondary education to address rapid economic and demographic change?

There is a gap between preparation for the workforce and demands of a knowledge economy.

More data needed on the gap's dynamics and measures of effectiveness in closing it.

What is facing California

- Demand for advanced technical skills
- International competition
- Baby boomer retirements
- Need for lifelong learning
- Fastest-growing groups have biggest educational challenges

California Top 10 Largest Growth Occupations 2004 - 2014

Education and Training Requirement	Annual Average Employment		Numerical Change of new Jobs
	2004	2014	
Postsecondary education	765,600	957,400	191,800
Shares of overall	29.79%	30.73%	35.16%
On-the-job training	1,804,000	2,157,900	353,700
Shares of overall	70.21%	69.27%	64.84%
Overall	2,569,600	3,115,300	545,500

Source: Calculations from EDD data

California Top 10 Fastest Growth Occupations 2004 - 2014

Education and Training Requirement	Annual Average Employment		Numerical Change of new Jobs
	2004	2014	
Postsecondary education	235,500	343,500	108,000
Shares of overall	74.06%	74.25%	74.69%
On-the-job training	82,500	119,100	36,600
Shares of overall	25.94%	25.75%	25.31%
Overall	318,000	462,600	144,600

Source: Calculations from EDD data

Components of Employment by Education Level

Education & Training Levels	2004 Jobs	Percent	2014 Jobs	Percent
Graduate or high level	557,100	3.42%	677,600	3.58%
Bachelor's degree	2,999,200	18.39%	3,659,900	19.33%
Associate degree	539,500	3.31%	672,400	3.55%
Vocational qualification	678,000	4.16%	799,100	4.22%
Jobs requiring postsecondary education	4,773,800	29.18%	5,809,000	30.68%
Experience or on-the-job training	11,531,600	70.72%	13,128,000	69.32%
Total jobs	16,305,400	100.00%	18,937,000	100.00%

Source: Calculations from EDD

What Employers are Saying

- New employees lacking applied and communication skills and critical thinking.
- College helps but not enough graduates excel.
- CA employers see high demand for applied and “employability” skills—workplace habits and attitudes—as well as basic academic skills.
- Employee’s ability to learn and adapt is critical.

Finding Solutions

Postsecondary role in workforce development is very important.

Statewide collaboration needed to identify multiple roles and measure progress.

For consideration: a state task force on data collection and measures of progress—a first step toward a more comprehensive approach.